

ACTION PLAN		2013-2016	The Collaborative to Support Initially Licensed Professionals		
STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes					
Objective:	03.01	By the end of the 2011-2012 school year, tools will be developed for enhancing effective support for beginning teachers by administrators and veteran teachers..			
03.01.01	To identify a list of the critical attributes that are essential to the design of high quality local programs that support the skill development of veteran teachers and administrators.	2009/10/08	Access to research on teacher induction	-Ralph Evans, Director	Attendance records
Revised		2009/12/10		-Administrative Support Committee	Participant evaluations
		2010/02/11	Access to researchers to conduct studies on the effectiveness of the induction practices employed	-Veteran Teacher Support Committee	Debriefing session
		2010/04/08		-ECU Partner	Critical attributes list
		2010/06/10		Virtual Collaboration tools	
03.01.02	To administer surveys to veteran teachers and administrators who work with new teachers to determine areas of support needed.	2009/10/08	Professional Standards	-Ralph Evans, Director	Survey results and findings
Revised		2009/12/10	Online surveys	-Administrative Support Committee	
		2010/02/11		-Veteran Teacher Support Committee	
		2010/04/08	Access to researchers who can help with survey design and assist with data analysis	-ECU Partner	
		2010/06/10			
03.01.03	To develop recommendations for how principals can apply practices addressed in their evaluation process that supports the development of beginning teachers.	2009/10/08	Experts who will help with the design of these modules	-Ralph Evans, Director	Completed support skills module
Revised		2009/12/10	Data gathering tools	-Administrative Support Committee	
		2010/02/11		-ECU Partner	
		2010/04/08			
		2010/06/10			

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03.01.04	To collaborate with other organizations with common goals, to maximize opportunities for building support skills of veteran teachers and administrators.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Connections with other organizations	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -Chowan University Partner -ECU Partner	Documented collaborations
03.01.05	To use a train-the-trainer model to continue upgrading the mentoring and support skills of Collaborative Representatives and Support Coaches to enable them to provide on-site expertise to their veteran teachers and administrators.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Technical support for train-the-trainer modules  Training materials	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -Chowan University Partner -ECU Partner	Completed modules
03.01.06	To set up a hot-line or link so that veteran teachers and administrators can chat with other veteran teachers and/or administrators.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Redesigned Collaborative website  Virtual Collaboration tools	-Ralph Evans, Director -Virtual Collaboration Committee -Administrative Support Committee -Veteran Teacher Support Committee	Completed hot-line or link

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03.01.07	To periodically sponsor update training sessions for	2009/10/08 2009/12/10	Facilities and resources for update sessions	-Ralph Evans, Director -Administrative Support	Attendance records
Revised	veteran teachers and administrators (I.e., Saturday Drive-In Workshops, Sessions at New Teacher	2010/02/11 2010/04/08 2010/06/10	Trainers  Training materials	Committee -Veteran Teacher Support Committee -Chowan University Partner -ECU Partner	Training evaluations